To (Name) Messrs. R. E. Hayes
R. J. Kronkhyte
F. H. Larrison
W. C. Thurber

Division

Location

Date October 24, 1975

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Originating Dept. Safety

Answering letter date

Copy to

Subject Audit, Personal Contacts

Attached are my notes describing the personal contacts I made. These will support the forthcoming audit report.

E. A. Piersall

EAP/brs

PLAINTIFF'S EXHIBIT
UC-1377

King City Safety Audit - October 15-16, 1975

Personal Interviews by E. A. Piersall

Dave Urquidez, Bagger Operator, 2 months. The first thing I noted about Dave was that his safety glasses were not fully industrial type and he acknowledged this; however, there has been a delay in getting his prescription. Dave's attitude was excellent. He was most responsive to his safety needs. Previously he had worked in a drug store and a sheet metal operation. He felt that we were far safer that the sheet metal; we did not discuss the drug store. He had learned his job from the operator and from involvement of his supervisor, Bill Usrey. We discussed safety meetings (he has attended two or three) and he was interested, felt the films were stimulating. I asked about personal contacts and he thought these were good reminders. He knew about the job observation program and approved of it as well as other personal contacts; no resentment. Dave put lots of emphasis on personal responsibility as the key to keeping safe. I asked about hazards and suggestions. He could think of only the hazard of getting his hands smashed while releasing jammed pallets in the palletizer. No suggestions.

Pete Ortali, Palletizer Operator, about 4 months. Pete was an unusual person. He apparently is doing a good job but has no interest in working in industry as he plans to go back to school this winter to become an illustrator. We discussed his indoctrination which he felt was adequate. Being a rapid learner he sees no need for extended training programs. His forklift training was adequate and he completed it feeling confident of his ability to operate a forklift. I asked him also about others he had observed and he said he had seen no indications of other new employees being inadequately trained. When discussing safety meetings he felt they were boring and an unnecessary repetition of the rules. Films do help but apparently his particular intelligence and interest does not appreciate repetition even if it is in somewhat different form or presentation. Somewhat like Dave he feels that safety is basically common sense and a personal responsibility. We discussed hearing protection. He wears his earplugs consistently; even to the extent of wearing them during most of our conversation; however, he doesn't feel they are effective enough - he doesn't like noise and doesn't wish to work in a noisy environment. I asked about his feeling of our effort toward safety in this plant and he felt they were good and could make no suggestions for improvement.

Allen Anthony, Bagger, 2 months. Allen worked on his father's farm for years as he was growing up and compared the tractors and similar equipment found on the farm with ours. Of course he noted the better maintenance and condition of equipment experienced in our operation. We discussed his job indoctrination

which he felt was okay. He referred to Bob Kronkhyte's involvement and follow-through by Andy as well as operator training. We talked of safety meetings and although he has only been here two months he seemed pleased with the meetings to date. The equipment that he used basically is safe. There was one question about the ladder to the live bottom bin (referred to elsewhere). He liked his personal contacts and he thought Andy did a good job of making points without irritating people. I asked him if his feeling about the potential health hazard and what information he had received. He felt that the stress by the company was good and sufficient, there was plenty of signs, plenty of information available. He was aware of the asbestos hazard even before hiring out. He consistently wears his respirator and other protective gear as necessary. I asked him if he felt he had enough time to clean his work area to minimize the dust and he said at times it is difficult but they had been doing a better job of keeping the area relatively clean.

Sam Shires, Palletizer Operator, 3 months. Sam had worked for the telephone company for several years before being laid off due to curtailment. I asked him to compare our program with theirs because the telephone company has an outstanding safety program. He felt that ours was on a par except in one area; the telephone company gives first aid training in their indoctrination process and people are instructed (from a public relations standpoint) to spend whatever time is necessary to render aid to members of the public, particularly children. Sam likes the safety meetings and he likes the films but he felt there is an opportunity to extend the discussion in meetings. I asked him about available time for cleanup and he felt that it was generally adequate but not possible to reach the "clean room concept" at this time without additional people. He wears his respirator nearly 100% of the time. He is a nonsmoker and is very strong on personal health protection. We talked of programs like lockout reemphasis which comes up periodically. He was impressed; he felt that Andy had done a good job in getting across to him and reemphasizing the needs.

Bill Ursey, Shift Supervisor, since plant start-up. I asked Bill how he is involved in the training process and he described his function as one of close attention to how the new employee is operating and being trained by the operator. There is some direct training involvement but primarily a one of monitoring and injecting where he sees a need. I sat in on Bill's safety meeting which was a combination of three short films and discussion. Reportedly there was more discussion than the average meeting although it was centered in two or three people. Bill did a good job of organizing and leading. My only suggestion to Bill was that when he throws a question to the group that he allow a little more time for response and then if none is forthcoming redirect the question in some manner to an individual whom he feels has something to say on the subject. The people who were in the meeting unanimously liked the three short non-verbal films which had much impact without laboring the point.